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ABSTRACT

A questionnaire answered by 2,758 members of the American Association of University Women (AAUW) sought to determine their behaviors in and attitudes toward employment and careers; leisure time activities; marriage, parenthood, and homemaking; and volunteer and community activities. The survey group women as a whole mostly have baccalaureate degrees but have more master's and doctoral degrees than the general U.S. women college graduate population. The typical AAUW respondent was employed full-time but still spent a great deal of time in homemaking and some time in pursuing education, doing volunteer work, and engaging in leisure time activities. She is likely to be a school teacher or in an occupation that utilizes her education achievements in contrast to many women nationally. Eighty percent of the respondents spent up to 20 hours per week in leisure time activities. The typical AAUW respondent is satisfied with marriage and finds her gratifications in the personal relations in her homemaking or in being able to be her own boss and do things on her own. The typical AAUW respondent spends more time in volunteer and community activities than the average American woman, especially if she is over 35 years of age. A sample questionnaire is included. (SW)

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Options for Life Styles of University Women

by

Faith M. Willis

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About the Author

Faith M. Willis is a sociologist, with a broad background of teaching and research experience. She served for two years as the Topic Chairman for AAUW's 1973–75 study and action Topic, "Woman: Searching for Self." With her surgeon husband and three young children, she resides on the Georgia coast.

Cover and interior art by Zorita Simunak

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Preface

In 1973, the American Association of University Women (AAUW) issued a "Call to Action for Women." This was a seven-point plan for the 90-year-old association to advance the cause of women through societal changes and by aiding individual women to achieve fulfillment.* In 1974, for the first time, an AAUW Educational Foundation grant was awarded for study of a subject having special meaning to the entire membership. As background for the "Call to Action," this research project was to focus on just how women university graduates, past and present, are determining and achieving fulfillment.

A Survey of Research Concerns on Women's Issues, by Arlene Kaplan Daniels, published in 1975 by the Project on the Status and Education of Women of the Association of American Colleges, with a grant from the National Science Foundation, notes:

> Paradoxically, though much of the literature from the women's movement deals, at least implicitly, with the middle-class woman—her image, values, and exploited status—studies of specific sectors of the population tend to focus on the extremes: the poverty-level woman or the professional woman. Yet most of the women in the country belong to the middle class and, if they work, are employed in ordinary white-collar jobs such as secretary or salesclerk. We need to know more about these women as a group and, in particular, about how they may have changed in recent years. Does the prototypal suburban housewife delineated in the literature still exist? What are her attitudes toward her marriage, her family, herself? To

*See Appendix A

what extent has she been influenced by the women's movement? How does she spend her time, particularly after her children are in school: working on a full- or part-time basis? continuing her education? doing volunteer work?

This study attempts to provide empirical answers to just such questions through a national sample of women college graduates of all ages. Over 80 percent of those surveyed, 2,758 women, responded to the request for information. The questionnaire is reproduced as Appendix B.

I would like to thank Debbie Hughes, Melanie Wiseman and Dale Kitch of Brunswick (Ga.) Junior College who helped with the preparation and computer programming of the data, and Dr. Linda Hartsock of AAUW for encouraging the project.

Faith M. Willis

Brunswick, Georgia
June, 1975

1 The Sample

In an attempt to gather information on how contemporary American women are seeking and achieving their own fulfillment, one can gather new information or depend on that already available. There are many studies and much statistical evidence about women at the poverty level, working-class women, and women in specific high-status occupations. The AAUW, however, was interested in the middle-class woman college graduate group, for which recent national data on a wide variety of attitudinal and behavioral items are not available. The Association was particularly interested in how this group may have changed in recent years in their attitudes toward and behavior in the areas of employment and careers; leisure time activities; marriage, parenthood and homemaking, and volunteer and community activities. With membership of approximately 190,000 women of all ages, the AAUW seemed an ideal group to furnish these kinds of data.

In early 1975, a two percent random sample, numbering 3,450 members of the AAUW, was sent a six-page questionnaire.[1] The 100-plus items on this questionnaire dealt with attitudes and behavior in the areas of employment, family life, leisure time, and volunteer work. Some of the items were similar to those used in other studies of national or specific group samples, so that AAUW results could be compared with the results of other studies. These comparisons will be noted throughout the analysis. Overall, the items were designed to determine what part various activities play in the daily lives of contemporary women college graduates and to see

[1] See Appendix B.

if patterns of activities and attitudes or life styles for different age groups emerge.

With one follow-up, the number of usable questionnaires was 2,758, or 80 percent of those sampled.

Five variables were considered: (1) highest educational degree earned; (2) marital status and number of children; (3) age; (4) employment status; and, (5) the number of hours each week spent in homemaking, employment, volunteer and community work, pursuit of education, and leisure time activities.

Table I shows the educational attainment of the respondents. Two-thirds of the respondents (61 percent) received the baccalaureate as the highest educational degree, and almost one-third (32 percent) had earned the master's degree. Four percent held doctorates. Comparing this with the percentages of degrees of each type granted nationally in 1969-70,[2] the AAUW members have a larger number of advanced degrees. Around 20 percent of the U.S. women graduates in that year received master's degrees while the AAUW figure was 32 percent and less than one percent of the women graduates nationally earned doctorates while the AAUW figure was four percent.

It has been noted in the literature on academic women that in absolute terms women have shared in the growth of higher education over the past half-century. The number of women receiving doctorates in the U.S. has grown, but the percentage of women receiving doctorates compared to men has decreased from 16 percent of all those degrees awarded in 1920

[2] U.S. Dept. of HEW. 1972. *Digest of Educational Statistics—1971 Edition.* Washington, D.C.: U.S. Govt. Printing Office. pp. 51, 69, 90.

TABLE I

Highest Degree Earned by AAUW Members and U.S. Women Graduates in General for 1969-70

Earned Degree	Percent AAUW Members	Percent U.S. Women Graduates 1969-70
Bachelor's Degree	61	80
Master's Degree	32	19
Doctoral Degree	4	1
No response or other degree	3	–

to 13 percent in 1970.[3] The AAUW members under 50 years of age held a smaller proportion of master's and doctoral degrees than did those over 50 years of age. This may or may not reflect the national trend because the more recent population of recipients of master's and doctoral degrees may not be members of AAUW.

Besides older age being related to the greater likelihood of holding a master's or doctoral degree, single women led the married, widowed, or divorced women in the percentage holding these higher degrees.

Those with advanced degrees were more likely to be employed than those with bachelor's degrees. Over half of those with the higher degrees were employed, while under half with the bachelor's degree were employed.

In summary, considering the AAUW member with the master's or doctoral degree, she is more likely to be over 50 years of age, single, and working. There were, however, substantial numbers of younger, married, and working members with master's and doctoral degrees, especially since it will be seen below that the married members of the Association outnumber all other categories of marital status.

Table II shows the marital status of the respondents compared to the total of new members of the AAUW since 1970.

The survey sample parallels the new member distribution with the exception of the widowed category. This is because most of the widowed

[3]Pamela Roby, "Institutional Barriers to Women Students in Higher Education," in *Academic Women on the Move*, edited by Alice S. Rossi and Ann Calderwood, Russell Sage Foundation: New York, 1973, p. 40.

TABLE II

A Comparison of the Marital Status of Respondents with New AAUW Members 1970-1975

Marital Status	Percent Respondents	Percent Total AAUW New Members 1970-75
Single	14.3	15.2
Married	67.4	76.2
Widowed	12.3	5.3
Divorced	4.9	2.9
Separated	.8	.4

group are longstanding members who would not be reflected in a new-member profile.

Both the sample data and the new-member profile show the typical AAUW member as married or having been married. These figures also show slightly fewer divorced members of the AAUW than in the U.S. population in general. The Census Bureau publication *Marital Status and Living Arrangements: March 1974*, states there are now 63 divorced persons in this country for every 1,000 who are married and living with their spouses, or 5.8 percent of the population, while the AAUW figure was 4.4 percent divorced.

The highest percentage of the respondents, 27 percent, reported they had two children, while 18 percent reported no children; 13 percent reported one child; and 17 percent reported three children. Approximately 10 percent of the respondents had four or more children. Following the national trend toward fewer children, the younger members (21-35 years of age) reported fewer children than those over 35 years of age.

A recent survey of changes in public opinion as reflected in the polls for the past 40 years notes the recent dramatic change in attitudes on family size. The number of children that people feel is "ideal" is lower than ever before. Gallup polls show that the percent of respondents who said that the "ideal" number of children is four or more dropped from 40 percent of the respondents in 1967 to 20 percent in 1973.[4] This attitude is showing up in behavior too—the 1973 and 1974 birth rates, 14.9 births per 1,000 persons, is the lowest in U.S. history.[5]

Table III gives the age distribution of the survey respondents compared to the new-member profile for 1970-75. The respondents are about evenly divided among the age categories with each category representing about 15 years of age. The new members of AAUW are predominantly in the younger age category of 21-25 years of age. The attitudes and behaviors of this group, which will be presented in this report, will be important considerations for AAUW program planning as well as for giving a profile of the life styles of the young adult woman university graduates.

In answer to a question on whether or not the respondent was employed (full or part time), unemployed, or looking for a job, over 50 percent were employed, the majority full-time; 47 percent were unemployed; and two percent were looking for a job. The percentage of those working was higher, around 61 percent, for all age groups under 65 and for those with master's and doctoral degrees. This is consistent with national

[4] "Roundup of Current Research," *Society*, Vol. II, No. 3, March/April, 1974, p. 10.

[5] *Women Today*, Vol. 5, No. 12, June 9, 1975, p. 72.

TABLE III

A Comparison of the Age Distribution of Respondents with New AAUW Members 1970–75

Age	Percent Respondents	Percent Total AAUW New Members 1970–75
21–35	22.2	54.1
36–50	27.4	25.4
51–65	27.1	20.5*
over 65	21.1	

*The new member profile groups together all members over 50 years of age.

statistics which show that the higher the education, the more likely a woman is to be employed.

Besides the above characteristics of highest degree earned, marital status and number of children, age, and employment status, each respondent was asked to present a profile of the number of hours she spent each week in homemaking, employment, volunteer work, education, and leisure time activities. Table IV shows the distribution of hours.

The picture that emerges shows that homemaking and employment share the lead in the highest number of hours, over 20 hours weekly respectively, for around 40 percent of respondents. A majority of the respondents (64 percent) spend under 10 hours in volunteer or community activities. A substantial percentage (46 percent) spend under ten hours in educational pursuits and 80 percent spend up to 20 hours per week in leisure time activities. These trends were the same for all age groups except that the women over 50 years of age spent more time in leisure time activities than any other age group.

In summary of the survey group as a whole, we see a group of women mostly with baccalaureate degrees, but with more master's and doctoral degrees than the general U.S. women college graduate population; predominantly married with fewer divorced women than the U.S. population; with few children, following national trends; a majority of whom are employed, mostly full-time; and who spend a great deal of time in homemaking, some time in pursuing education and doing volunteer work; and who still participate in leisure time activities from a few hours weekly to 20 hours weekly.

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Options for Life Styles of University Women

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TABLE IV

Distribution of Hours of Activities by Percent of Respondents

Thinking back to last week, or an average week, in which of the following activities did you participate and how much time did you devote to each? (Check as *many* as apply.)

		Percent of Respondents
___Homemaking (housekeeping, carpooling, grocery shopping, running errands, seeing to repairs, etc.)	(1) under 10 hr. weekly	18.0
	(2) 10-20 hr. weekly	38.1
	(3) over 20 hr. weekly	40.8
	total	96.9
___Employment (salaried employment, free lance work, consulting, etc.)	(1) under 10 hr. weekly	13.4
	(2) 10-20 hr. weekly	8.2
	(3) over 20 hr. weekly	37.6
	total	59.2
___Volunteer and community work (AAUW, church work, non-paid political work, serving on a board of directors of a community organization, etc.)	(1) under 10 hr. weekly	63.7
	(2) 10-20 hr. weekly	16.3
	(3) over 20 hr. weekly	3.9
	total	83.9
___Education (courses with or without degree objective, including study time; self-enrichment courses, etc.)	(1) under 10 hr. weekly	45.8
	(2) 10-20 hr. weekly	8.3
	(3) over 20 hr. weekly	2.0
	total	56.1
___Leisure time activities (outdoor recreation, indoor recreation, time for yourself, etc.)	(1) under 10 hr. weekly	40.8
	(2) 10-20 hr. weekly	39.9
	(3) over 20 hr. weekly	12.8
	total	93.5
___Other (Specify.) e.g., taking care of aged relatives; reading books; research	(1) under 10 hr. weekly	7.1
	(2) 10-20 hr. weekly	5.3
	(3) over 20 hr. weekly	3.0
	total	15.4

2 The World of Work

Women comprise around 40 percent of the American labor force today and almost half of all women over 16 years old work. Over the past years, public opinion has changed dramatically with regard to women working. In 1937 a Gallup poll showed that less than 20 percent of those surveyed approved of women working. By 1972 a National Opinion Research Corporation survey showed 64 percent of those surveyed approved of women working.[6]

Yet more than half of all women workers are found in just 20 occupations. These occupations can be described as clerical, service, operative, and sales with the exception of those women in nursing or elementary and secondary school teaching. Only 16 percent of women are in the professional category, five percent in the manager and administrator category; and less than two percent in the craft and kindred worker category. The median earnings of the year-round full-time women workers in 1974 was 61 percent of those of men, down from 64 percent of those of men in 1957.[7] Enforcement of the new laws has been uneven. Thus, despite new laws and some attitudinal changes, women are not close to equality with men in the world of work.

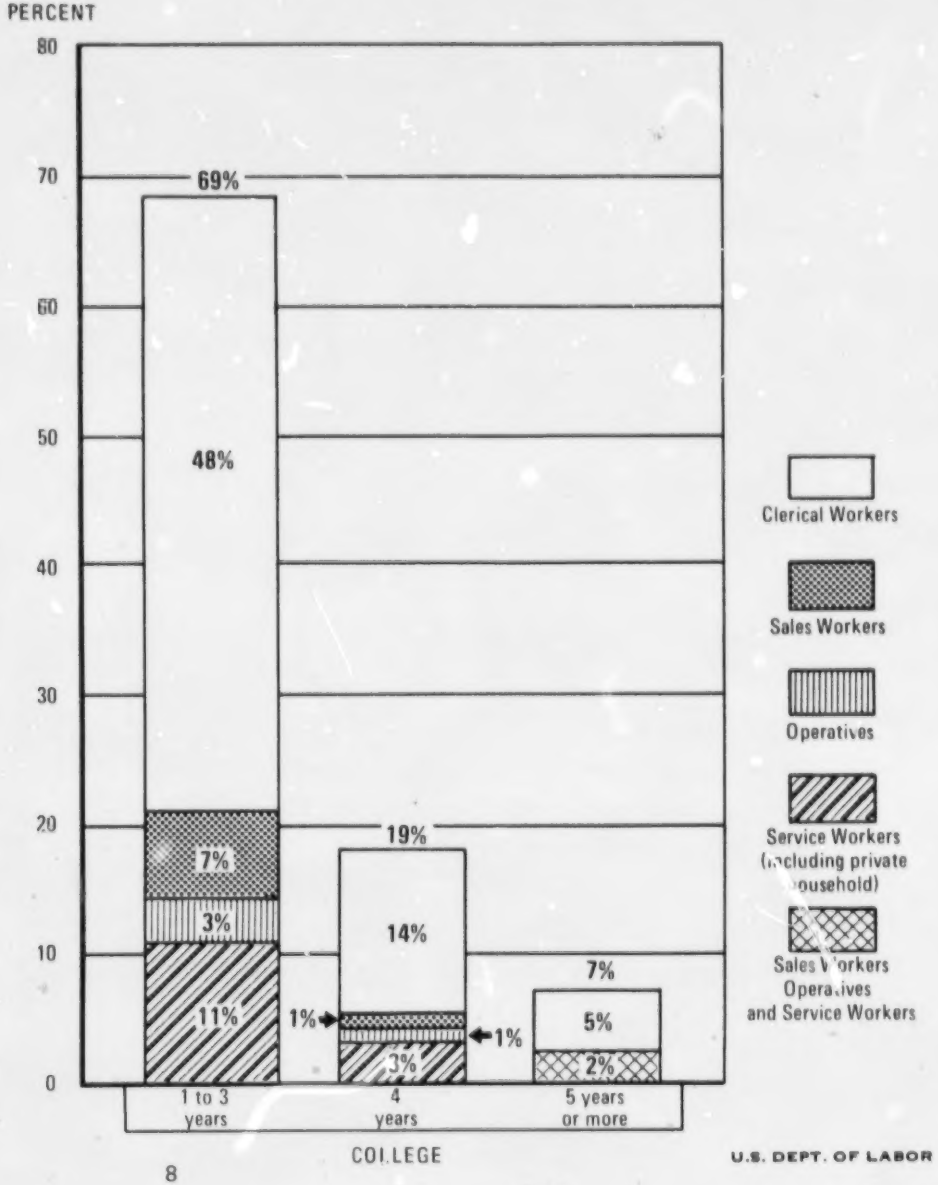
Concentrating on women with at least a college education, it has been noted earlier that, the higher the education, the more likely it is that a woman will be in the workforce. Nationally one out of eight women is a college graduate. Nearly 60 percent of those with four years of college and 70 percent of those with five years or more of higher education are work-

[6] "Roundup of Current Research," *Ibid.*, p. 6.

[7] Carmen Maymi, "Other Voices," *Atlanta Constitution*, April, 1975.

CHART I. – MANY WOMEN WORKERS ARE UNDERUTILIZED IN RELATION TO THEIR EDUCATIONAL ACHIEVEMENT

(Women With 1 or More Years of College Employed in the Less Skilled Occupations, 1969)



U.S. DEPT. OF LABOR

ers.[8] These workers do not seem to be using their education fully in their jobs, according to the 1970 census, the latest figures available. See chart I, reproduced from the U.S. Department of Labor publication *Underutilization of Women Workers*, 1971 (revised).

This chart shows that over two-thirds of those women with some college, one-fifth of those with four years of college, and as many as seven percent of those with five or more years of college were service workers (including private household), operatives, sales workers, or clerical workers, clearly an underutilization of their education attainments.

Turning to the 2,758 AAUW survey respondents as a wide-based geographical sample of contemporary women with at least a college baccalaureate degree, it was earlier noted that over 50 percent of the sample was employed, the majority full-time. The major categories of employment in order of the highest numbers of respondents were elementary school teaching, college teaching, upper grades teaching, library work, and such medical employment as nursing or medical technology. The Association's commitment to education probably attracts many teachers. There were respondents, however, in all occupational categories, including 10 percent in various aspects of business management or government above the secretarial/clerical level. Less than five percent were employed in the sales, clerical, or service worker categories, as compared with the national figures of nearly 20 percent of women with four years of college employed in those categories.

The yearly salary of the employed respondents reflects these occupations. Seven percent of those respondents who stated their yearly salary earned over $20,000, while 40 percent earned between $12,500 and $20,000. Another 43 percent earned between $7,500 and $12,500 yearly.

The respondents over 35 years of age generally earned more than those under 35. A majority of the salaries of the older women was between $7,500 and $20,000 while a majority of the salaries of those women in the 21-35 age category was between $2,500 and $12,500. There were also a number of women in the over 35 years of age group earning $20,000-$35,000+ yearly. Only three of the total sample of women aged 21-35 years who responded to the salary item earned the highest incomes while 60 women over 35 years of age earned such incomes.

To attempt to measure whether work has been an important part of the lives of the respondents, the work histories of the women were examined. Almost 40 percent of the respondents had a continuous work history rather than an interrupted or terminated work history. Of the women under 65, fewer than 20 percent saw their work careers as terminated. In addi-

[8] *Women Workers Today*, U.S. Dept. of Labor, Women's Bureau, 1974 (revised), p. 3.

tion, 28 percent of the 21-35 year olds contemplated working in the future. That 28 percent figure added to the 60 percent of that age group which is presently employed gives us a picture of a group of women who certainly have included employment as a part of their life plans.

Why do women work? The U.S. Department of Labor repeatedly has emphasized that most women work because of economic need. They are single, widowed, divorced or separated from their husbands and need to support themselves or others or they are married women whose husbands had annual incomes at levels denoting a low standard of living.[9] However, it is true that more and more women with husbands of higher incomes are seeking and achieving employment. Educational advances for women, job opportunities in selected occupational areas,[10] longer life expectancies for women, smaller families, and the women's liberation movement undoubtedly are factors in this increase of women in employment.

In this survey of AAUW members, respondents were asked what they felt were the most rewarding aspects of work. Since a number of the AAUW members could be classified as women who don't have to work out of economic necessity, it was thought that these kinds of questions might shed light on why they do work.

Table V shows the responses to the question, "If you have been employed, or are now employed, what do you consider to be the most gratifying aspect of your work?"

The order of responses was almost exactly the same for respondents of all age categories. About one-third of the respondents of all age groups (21-65) chose the self-realization category as the most gratifying aspect of work. Among the women over 65, however, a slightly higher percentage (26 percent) chose "nature of the employment itself" as the most gratifying aspect, while the "self realization" category was chosen by 25 percent of these older respondents. Otherwise, "nature of the employment" was the second choice for the most gratifying aspect of work and "social service" third. In the 21-35 year old category, "personal relationships" was chosen as often as "social service." In all age groups "conditions of employment" was chosen the fewest number of times. Looking at the marital status variations in relationship to the same question, there was one difference in the order of responses. Twenty-eight percent of the single women, the highest percentage of respondents, chose "nature of the employment" as the most gratifying aspect of employment. Since work may be the central focus of the single woman's life, she may purposely seek out work which is stimulating and enjoyable. This is how some re-

[9] *Underutilization of Women Workers*, Women's Bureau, U.S. Dept. of Labor, 1971 (revised), p. 17.

[10] *Careers for Women in the 70's*, U.S. Department of Labor, Women's Bureau, 1973.

spondents talked about self satisfaction. One reported that the significant factor was "knowing that no one else could do my job as well as I can—being needed in that particular job." A school counselor wrote: "It is very gratifying to feel you are helping people solve problems and helping them make decisions which will make their lives easier and more enjoyable." The enjoyable or stimulating nature of the employment was clearly expressed by one woman who emphasized the importance of "the day-to-day challenge my work affords and keeping abreast of the changes in the administrative area of the medical field." Another respondent in the medical field emphasized a similar aspect of the nature of her work in this field: "As a professional in the paramedical field, I am involved in a continual learning process and I find this the most gratifying."

Many respondents who are teachers, emphasized the service aspect of teaching. One teacher wrote that "helping students succeed in school" was most gratifying. Another: "teaching students so that they might earn a better income for themselves; helping them become 'taxpayers' and not *taxeaters*."

In the mid-sixties Eli Ginzberg studied the same aspects of gratification for a sample of 311 women with at least one year of graduate work. He

TABLE V

The Most Gratifying Aspects of Work By Percentage of Respondents

Gratifying Aspect	Percent Choosing Aspect as Most Gratifying
Self-realization or satisfaction (e.g., your talents or skills are used or your needs fulfilled)	31.7
Personal relationships (e.g., you meet and interact with interesting people)	12.3
Nature of the employment itself (e.g., the actual duties and activities are enjoyable or stimulating)	23.6
Social service and significance (e.g., you are doing something to help an individual or community)	18.1
Conditions of the employment (e.g., you are your own boss, have your own hours or earn your own money)	5.3
No response	9.0

also found the conditions of work to be relatively unimportant to his respondents. However, the largest proportion of their respondents selected "social services and significance" or "nature of the work" as the most important sources of gratification.[11] In the AAUW survey, even those respondents with master's and doctoral degrees, as compared with Ginzberg's subjects, followed the direction of the percentages in Table V. "Self-realization" and "nature of the work" were singled out as the most important sources of gratification with "social service and significance" being important but less so than the other two sources of gratification.

Turning to those aspects of work considered to be least gratifying, it was clear that "conditions of employment" was the area of least satisfaction. Over one half of the respondents to this question selected this category. This was true for all age groups and for women of all educational levels and marital statuses. With so many teachers in the AAUW sample, there were many related quotes expressing this source of dissatisfaction such as: "low pay," "too much busy work," "not enough appreciation from parents and principal."

To compare the Ginzberg and AAUW studies of educated women to a sample of women in general, we can look at a series of studies conducted annually in metropolitan Detroit. These studies, conducted by the Detroit Area Study, a facility for training University of Michigan graduate students, surveyed a cross-section of the adult population of Detroit on a number of social issues. In a set of questions on women and work, opinions on why women work were compared for the years 1956 and 1971. In response to the question "Why do you think most women work?" 89 percent of the women in 1956 and in 1971 mentioned money. If money and another reason was cited, the most frequently mentioned other reason was "to get out of the house."[12]

This finding differs substantially from the Ginzberg and AAUW findings. As more and more women pursue undergraduate and graduate education, it may be that the reasons women work will change from primarily monetary ones to the goal of achieving self-realization, social significance, and other such satisfactions. Since the statistics from the Labor Department cited earlier show that most women work because of economic necessity and many work at jobs beneath their capabilities, it is understandable that the Detroit sample of a cross-section of women would point up money as a primary reason for working. The current literature is full of

[11] Eli Ginzberg, *Life Styles of Educated Women*, New York: Columbia University Press, 1966, p. 88.

[12] Otis Dudley Duncan, Howard Schuman, and Beverly Duncan, *Social Change in a Metropolitan Community*, N. Y.: Russell Sage Foundation, 1973, p. 23.

evidence that work has not been central to the planning of the lives of women. But the situation may be changing and perhaps the next generation will expect and be prepared for work to be a significant part of their lives. Then, perhaps the reasons for working may change to other reasons besides money, or at least money and another reason.

To further assess opinion on women and work, a question tapping opinion on kinds of work women should *not* have was asked. A similar question was asked of the Detroit Area Study sample, so that a cross-section of women could be compared with the AAUW respondents.

In answer to the question "Are there kinds of employment you feel women should not have?" women over 50 years of age were sharply divided from women under 50. A majority of the over 50s said yes, and the majority of the under 50s said no. The over 50s most often cited work like truck driving or lifting heavy equipment, work not thought to be respectable, jobs entailing bad working conditions, and work that takes jobs away from men.

In the Detroit Area Study the cross-section of respondents has changed over the years in the answers to this question. In 1956, 75 percent of the respondents said that there were kinds of work that women should not have. By 1971, this response had shrunk to 62 percent, about the same as the responses of AAUW members over 50 years of age. The Detroit respondents mentioned kinds of work that women should not have which were similar to those cited by the AAUW members, with the addition that factory jobs and professional and administrative jobs were cited more frequently.[13]

A final question about women and work dealt with whether married women with children should work. Over 80 percent of the AAUW respondents were of the opinion that the individual should decide what is best for her. When the respondents were faced with specific questions regarding working mothers who have young children or children living at home, there was less consensus on answers. The respondents were about equally divided on whether or not mothers with children living at home should limit work that is not absolutely necessary. The answers again varied by the age of the respondents. A majority of the younger women (21-35), did not agree that these mothers should limit their work; those 36-50 were evenly divided in their opinions, while a majority of the over 50s thought that mothers with children living at home should limit their work unless absolutely necessary.

When it came to the question of whether mothers with young children should limit their work, a majority of the respondents in all age categories agreed that they should. The younger respondents, however, by a sizable

[13] Duncan, *Ibid.*, p. 25.

minority (37 percent) didn't agree with the limiting of work even by women with younger children.

Summarizing *The World of Work* in relation to the respondents in this survey, the typical respondent:

- Is employed full-time but still spends a great deal of time in homemaking and some time in pursuing education, doing volunteer work, and engaging in leisure time activities.
- Is likely to be a school teacher or in an occupation which utilizes her educational achievements in contrast to many women nationally. Her salary is commensurate with this occupational category, being between $7,500 and $20,000. This salary is toward the higher side of this category if she is over 35 years of age.
- Has a continuous work history and says she works because it gives her the satisfaction of using her talents or skills, or the work is enjoyable or stimulating. This contrasts with the average American working woman who works out of economic necessity.

If the respondent is under 50 years of age, she feels that there is no kind of work that women should not do. If she is over 50 years of age, she thinks women shouldn't do heavy or disreputable work, work with bad working conditions, or work which takes jobs away from men. Unless she's a younger respondent, 21-35 years of age, she feels women with children should work only out of absolute necessity. Yet, she feels it is ultimately a matter for each individual to decide for herself.

3 Leisure Time

Earlier in the report it was shown that the AAUW members spent more time in homemaking and employment than in education, community activities, or in leisure time activities. It was reported, however, that 40 percent spent under ten hours and 40 percent spent 10-20 hours per week in leisure time activities. To find out the nature of these activities, a question was asked about the three most frequent activities in whatever time there is for leisure. The activities listed most often, in the order reported by the highest number of respondents, were: (1) reading; (2) participating in church or community activities; (3) participating in cultural or creative activities such as art, music, or crafts; (4) attending cultural or creative activities as a viewer; (5) gardening; and (6) watching television. These choices and their order of receiving the most responses were similar for all age groups, with the additions of "being a participant in sports" for the women under 50 years of age and "travel" for women over 50 years of age.

These choices of leisure time activities are consistent with the picture drawn so far of the typical AAUW member—highly educated, employed in a field using her educational achievements, married, with few children, and still pursuing some education. One respondent directly related her education to the leisure time question with the exclamation, "As the result of the first class liberal arts education, I can handle leisure!" Another commented, "There are so many things I enjoy doing and now there is time to indulge. I'm enjoying it fully."

Two questions in the survey asked about the *most* gratifying aspect of the leisure time activities and their *least* gratifying aspect. The answer to the *most* gratifying aspect clearly emphasized the enjoyable or stimulating

nature of the activity, with self-realization or satisfaction next, and personal relationships close behind self-realization. Comments from respondents show the close relationship of these three factors. One woman wrote that the most gratifying aspect of her leisure time activities was "close contact with marshes, beaches, terrain, sea, birds. Close contact with friends." Several women echoed responses similar to this one in which leisure time gratification grew out of "utilizing completely different abilities from those called for in my work." Here the nature of the activity gives the respondent self-realization in that skills and abilities are used, but these skills are different from those used in the world of work. It will be remembered that working women found self-realization, the use of their talents and abilities, the number one source of gratification in employment. In terms of leisure time, the enjoyment of the activities themselves stands out as the reward.

When asked about the *least* gratifying aspects of leisure time activities, many respondents could not think of any aspects which did not provide gratification. Those aspects listed most often were that (1) there is not enough time for such activities; (2) they cost too much; or (3) they lack social service and significance. These aspects were listed just as often by those employed as by the unemployed, so all of the respondents feel the pressure of not enough time, whether or not employment cuts the time options.

4 Marriage, Parenthood, and Homemaking

Current public opinion polls tell us that the institution of marriage, although changing, is still highly regarded. A Louis Harris survey in 1971 showed that 88 percent of the people surveyed felt that society could *not* do just as well without the institution of marriage. Eighty-nine percent of a national random sample in 1972 indicated that they expect to get married and have children. And they do. We have a very high marriage rate. Of course, as everyone knows, we have an increasing divorce rate. Attitudes toward divorce are changing and this is also reflected in the polls. A 1970 poll showed that 52 percent of the people surveyed favored divorce as a solution when a marriage isn't working out, and the number of people thinking divorce should be easier to get is increasing.[14] All but six states have some form of no-fault divorce.

But does this mean marriage is on its way out? Most divorced people ultimately remarry. One sociologist computed that two thirds of all women who divorce will remarry and three fourths of all divorced men will remarry. And they are marrying sooner after their divorces than ever before. In two to three years after divorce, about half the divorcees will be remarried. This is half the time it took in the 1950s.[15]

In order to assess attitudes toward homemaking, marriage, and family life as well as to see what is going on in the family relationships of the university women surveyed, several questions were asked. Some of the questions were similar to those asked of a cross-section of Detroit women

[14] "Roundup of Current Research," *Ibid.*, pp. 7 and 10.

[15] Rose, Ira L., *The Family System in America*, N.Y.: Holt, Rinehart & Winston, Inc. 1971, p. 302.

by the Detroit Area Study, referred to earlier. The results of the AAUW group will be compared with the Detroit cross-section.

Almost every woman who has a home devotes some time and energy to "homemaking." In our sample around one half of the respondents 21-50 years of age spent over 20 hours weekly in homemaking activities and a third of the respondents over 50 years of age spent that much time weekly in homemaking. Married women spent more time than those of other marital statuses but even 16 percent of the single women were occupied 20 or more hours weekly in homemaking. Alice Rossi, speaking at a recent symposium on "Women in Transition," stated that the time spent by women on housework has not decreased significantly in 50 years, despite more women working and more labor-saving devices.[16] The present AAUW survey, however, did show a real difference in the number of hours per week devoted to homemaking between employed and unemployed women. Table VI presents these findings.

Table VI shows that being employed and engaging in fewer hours of homemaking are directly related: half as many employed women spend over 20 hours in homemaking as unemployed women. Alice Rossi emphasized that husbands aren't much help in homemaking, with the peak amount of help being 4.6 hours a week in families where both husband and wife are high school graduates and both work full-time. She further stated that studies are showing that women are finding work more important than the roles of wife and mother and that "the pendulum is swinging too strongly in the other direction" (away from "mother" and "wife" toward "work"). She concluded: "We are entering a period of negative sanctions toward the family role of women . . . instead of increasing wom-

[16] "Alice Rossi Discusses Men and Housework at Wells College Symposium," *Women Today*, Vol. IV, No. 11, May 27, 1974, p. 68.

TABLE VI

Number of Hours Weekly Spent in Homemaking by Employed and Unemployed Women

Number of Hours Weekly	Percent	
	Employed	Unemployed
Under 10	27.7	8.3
10-20 Hours	42.0	33.9
Over 20 Hours	27.4	55.5
No response	2.0	2.3

TABLE VII

Most and Least Gratifying Aspects of Homemaking by Percent of AAUW Respondents

Source of Gratification	Percent of Respondents Choosing each Source	
	Most Gratifying	Least Gratifying
Self-realization or satisfaction (e.g., your talents or skills are used or your creative needs fulfilled)	11.4	10.7
Personal relationships (e.g., you receive emotional gratification, fulfillment, or companionship from family members)	29.9	6.9
Nature of homemaking itself (e.g., the actual duties and activities are enjoyable or stimulating)	6.4	52.9
Social service and significance (e.g., you are doing something to help family members)	16.4	5.1
Conditions of homemaking (e.g., you are your own boss or have your own hours)	23.3	4.4

en's options, we're replacing one end of a continuum with the other, and I think that's limited progress."[17]

Table VII summarizes the replies of the AAUW respondents to questions about which were the most and least gratifying aspects of homemaking.

It can be seen that the personal relationships and being one's own boss were the *most* gratifying aspects of homemaking with the actual duties being considered the *least* gratifying. Ginzberg, in his earlier study of women with master's and doctoral degrees, found the same thing. The responses of the AAUW members with master's and doctoral degrees in this AAUW study, ten years later than Ginzberg's study, showed similar results. The personal relationships and emotional ties with family members

[17] *Ibid.*

stand out as *most* gratifying and the activities themselves as *least* gratifying.

Examining this question by age of the respondent, the members in the 21-35 year old category differed in their responses from all other age groups in two respects. First, they chose conditions of homemaking as the *most* gratifying aspect slightly more often than they did personal relationships. Second, they chose lack of self realization as the *least* gratifying aspect more than members of any other age group, although the nature of homemaking still stood out clearly as that aspect *least* gratifying (58 percent of the respondents 21-35 years of age chose that aspect as least gratifying). Perhaps these women who have married, begun homemaking and childrearing in the last ten years when the changing roles of women have become so apparent, feel the pressure for self-realization more than their counterparts in other age groups.

As would be expected, marital status also made a difference in the responses to the question of the *most* gratifying aspect of homemaking. Single, widowed, and divorced respondents cited conditions of homemaking as the *most* gratifying aspect more often than any other category. For the least gratifying aspect, marital status made no difference—all chose nature of homemaking as the *least* gratifying aspect.

The following quotations indicate the feelings of some respondents about homemaking. In response to the question concerning the most gratifying aspects of homemaking, a number of references were made to children. One woman suggested such gratification came from, "watching and participating in the children's growth." Another typical response to the question related to the conditions of homemaking was expressed in the following way: "One has the ability to pace oneself in activities of homemaking. Other work requires a more rigid scheduling." The following quote illustrates the majority opinion of the least gratifying aspect of homemaking, the daily activities. There is "not enough time to keep house well. Children can mess up a house three times faster than it can be cleaned up. Dirty clothes and laundry are frustrating and on working days I hate having to think about what to fix for supper."

To determine values in marriage, a question was asked of all respondents presently living with a husband about which of five things was the most valuable part of marriage. Table VIII presents the responses of the AAUW sample and the Detroit Area Study's cross-section of wives.

The responses of the cross-section of Detroit wives and the AAUW members were similar in that the companionship aspect was most often selected and the standard of living aspect least often selected. The other values were of similar magnitude of selection, although the order of the magnitude of the percentages varied. The Detroit Area Study reported that

the 13 percent who selected "the chance to have children" had decreased from 26 percent who selected it in a similar survey in 1955.[18]

Consistent with the lower evaluation of "the chance to have children," the 1971 Detroit sample differed in its opinion from the 1955 sample for the question of "What is the ideal number of children for a young couple to have if their standard of living is about like yours?" In 1971 the average size suggested was 2.3, down from 2.9 in 1955.[19] The same question was asked the AAUW respondents, with two children being the response of over 60 percent of the respondents. All these responses are consistent with poll results showing people want smaller families and with current vital statistics showing people are having smaller families.

A further set of family and marriage value questions was asked to AAUW respondents following the format used with the Detroit cross-section of women. These questions were an attempt to measure wives' satisfaction with various aspects of marriage. Table IX shows the distribu-

[18] Duncan, Schuman, and Duncan, *op. cit.*, p. 8.
[19] *Ibid.*, p. 10.

TABLE VIII

Values in Marriage by Percent of AAUW Respondents 1975 and Detroit Respondents 1971

Which of these five things would you say is the most valuable part of marriage?	Percent AAUW Members	Detroit Wives
The chance to have children.	8.5	13
The standard of living—the kind of house, clothes, etc.	1.3	3
The husband's understanding of the wife's feelings and problems.	12.0	13
The husband's expression of love and affection for the wife.	14.4	11
Companionship in doing things together with the husband.	46.5	60
Other	7.8	–
No response	9.4	–

TABLE IX

AAUW Respondents' Satisfaction With Various Aspects of Marriage

How do you feel about each of the following:	Degree of Satisfaction by Percentage of Respondents (low) 1	2	3	4	5* (high)
Your standard of living—the kind of clothes, house, etc?	0.5	10.1	10.8	55.1	14.2
The understanding you get of your feelings and problems?	5.3	16.0	17.1	38.7	13.3
The love and affection you receive?	3.3	9.1	9.6	34.1	34.3
The companionship in doing things with your husband?	4.2	13.0	9.6	33.1	30.5

*Response alternatives corresponding to numbers 1-5 (degree of satisfaction) above.

1. Pretty disappointed—"I'm really missing out on that."
2. It would be nice to have more.
3. It's all right, I guess—I can't complain.
4. Quite satisfied—I'm lucky it's the way it is.
5. Enthusiastic—It couldn't be better.

tion of responses when each subject rated her degree of satisfaction with four designated aspects of marriage.

This is perhaps further evidence that marriage is still held in high esteem, since it can be seen that the institution is satisfying to a majority of respondents in all four of the aspects under study. The Detroit study found similar distributions in both 1955 and 1971, with a solid majority of respondents indicating satisfaction with marriage, as measured by the above question.[20]

Besides questioning values in marriage, the AAUW survey contained two items asking specifically how husbands and wives organize the work that must be done in carrying on a marriage and managing a household. Tables X and XI show the distribution of AAUW responses to questions about two such areas--dividing up family jobs and making family decisions.

[20] *Ibid.*, p. 11.

TABLE X

AAUW Responses as to Performance of Household Tasks by Spouses

How do you and your husband divide up some of the family jobs?	Percent of Married Women Saying				
	Husband always	Husband more	Exactly the same	Wife more	Wife always
Who does the grocery shopping?	1.7	4.8	9.7	38.1	36.1
Who prepares your husband's breakfast on work days?	24.3	12.3	6.8	14.3	29.4
Who does the evening dishes?	1.7	3.9	11.7	29.2	40.2
Who straightens up the living room when company is coming?	0.4	2.2	13.0	38.4	35.9
Who repairs things around the house?	34.3	40.5	8.3	4.8	1.8
Who keeps track of the money and bills?	13.2	18.5	18.9	19.2	20.6

Table X, of course, deals only with a sample of possible jobs which have to be done in a household, so conclusions cannot be made about household jobs in general. The responses do show that the tasks of grocery shopping, doing the evening dishes, and straightening up the living room for company are tasks done predominantly by wives; repairing things is almost a male monopoly; and keeping track of money is a shared task or done just as often by husband or wife, with the wife perhaps having a slight edge.

Comparing employed married women with unemployed married women, the findings were similar, except that the husbands of the employed women were more likely to get their own breakfasts and do the evening dishes than the husbands of unemployed women. But only in the breakfast situation did the husbands of the employed wives do the task more often than the wives.

The findings for the Detroit cross-section of wives were similar except

TABLE XI

AAUW Responses as to Decision-Making by Spouses

Who usually makes the final decision about:	Percent of Married Women Saying: Husband always	Husband more	Exactly the same	Wife more	Wife always
What car to get?	17.6	33.2	37.3	1.9	0.6
Whether or not to buy some life insurance?	21.4	31.3	34.9	2.0	0.8
What house or apartment to take?	2.7	7.3	66.0	11.6	0.6
What job your husband should take?	37.6	39.0	10.6	0.2	0.0
Whether or not you should go to work or quit work?	2.0	2.8	25.3	36.2	20.5
How much money your family can afford to spend per week on food?	1.5	2.9	27.3	25.5	32.4

that the percentages of "wife always" responses were higher than the "wife more" responses when the wives had a monopoly on the activities.

Table XI shows responses to a question about family decision-making. Again, the same question used in the Detroit study was asked of the AAUW members so the latter's responses can be compared with a cross-section of women.

The responses show that decision-making is decision-specific; that is, where the decision-making power lies depends on what the problem is. The husband most often decided about the car and life insurance, but in sizable proportions this decision-making was shared. In taking a house or apartment, the decision was joint. As for jobs, the husband decided what job he should take; and the wife decided whether she should go to or quit work, although she shared this decision with her husband in a sizable percentage of cases. This last finding was the same situation in spending the family money on food.

These findings are similar in direction to the cross-section of Detroit wives except that a much larger proportion of husbands "always" or "more" decided almost every issue than among AAUW members. This

especially stood out on the question of women going to work. Thirty-one percent of husbands "always" or "more" made the decision for this in the Detroit study while only five percent of the husbands made it in the AAUW study.

In summary of the AAUW respondents' behavior and attitudes in the area of marriage, parenthood, and homemaking, the typical AAUW respondent:

- Is satisfied with marriage and finds her gratifications in the personal relationships in her homemaking or in being able to be her own boss and do things on her own.
- Is not at all gratified by the repetition of the daily activities although she puts in many hours each week on these, often without help, even if she is single.
- Values highly the companionship she has with her husband and plays a big part in making family-life decisions, but she does not feel as free as her husband to make independent decisions about whether or not she should seek employment.

5 Volunteer and Community Activities

Many feminists believe that service-oriented voluntarism, in its traditional as well as contemporary forms, is an exploitation of women. The National Organization for Women (NOW), through national and local task forces, challenges unpaid community "servants." These feminists make a distinction between service volunteering, which they define as public services performed by non-paid personnel, charities, or auxiliaries to husbands' professions, and change-oriented volunteering. The latter is aimed at changing society through activities and organized participation. It is the service volunteering which NOW members and many other feminists see as exploiting women and perpetuating the image of women as servants.[21]

Mrs. Ellen Straus, nationally known for her volunteer efforts and writing in *McCall's Magazine*, takes issue with this stand. In recent issues of *Junior League Magazine* and *Ms. Magazine*, Mrs. Straus emphasized new modes of voluntarism, including reimbursements for expenses, written job agreements, as well as other demands, which will improve the status of the service volunteer. She argued that the "Women's Lib movement believes that women should have freedom of choice as to what to do with their bodies. And I think they're correct. They believe that women should have freedom of choice in terms of paid job opportunities. And I think they are correct. But I don't understand why it is so threatening to them to allow a woman to have the freedom of choice to serve others freely with her time.

[21] *Volunteerism, What It's All About*, NOW, date unknown, 5 South Wabash, Suite 1615, Chicago, Ill., 60603.

I cannot understand why the almighty dollar is the only measure of whether something is worthwhile or not. I say this is wrong."[22]

For the present AAUW survey, both service-oriented and social change-oriented activities were assessed. It will be recalled that over 80 percent of the respondents participated in volunteer and community activities during a typical week, a figure much higher than the 50 percent national average for women. Most of these participants spent under 10 hours during the week on such activities, but the older the member the more likely she was to spend 10-20 hours, or even over 20 hours, weekly in volunteer or community activities. This is much more than the average of two hours spent in organizational work which one national survey reported.

Table XII (see page 28) shows the percentages of respondents who noted that they participated in various volunteer and community activities.

As can be seen in the table, most of those groups which have the highest participation are not those you would classify as service-oriented. Charity work ranked as fourth in the percent of participation. In answer to a question asking respondents to note those two volunteer and community activities which are most important to them, the responses were overwhelming for church connected groups and civic or social action groups.

Asked about the most gratifying aspects of their participation, in percentages of responses they emphasized "personal relationships—the meeting and interacting with interesting or friendly people" and "social service and significance—doing something to help an individual or community." Seventy-five percent of the respondents also stressed that they had the opportunities to participate in the decision-making and goal-setting of the organizations to which they belonged. A further reward of volunteer and community activities is that they lead to other activities. Almost half of the respondents reported that their participation had led to more meaningful and in-depth volunteer and community activities; almost one third of the women noted that their participation led to a position on the Board of Directors of an organization; 14 percent found that volunteer and community work led to going back to school to further education; nine percent found that volunteer work led to paid employment; and three percent moved from volunteer work to political office, either appointed or elected.

A question was asked about the AAUW, the survey-sponsoring organization, as an assessment of member interest. Table XIII shows the programs which are of the most interest to the respondents (see page 29).

The longstanding Areas of Interest were far ahead of any other aspect, with the biennial Topics the only other aspect to show a substantial percentage.

[22] *Junior League Magazine*, Spring, 1974, p. 5.

TABLE XII

AAUW Members Participation in Volunteer and Community Activities

Activity	Rank in terms of highest percent participating	Percent Participating
Auxiliaries		20.7
Business or professional groups	3	43.2
Card Clubs or groups		25.1
Charity work or volunteer work with a community agency (Humane Society, Cancer Society, etc.)	4	39.2
Church connected groups	2	57.7
Civic or social action groups (AAUW, League of Women Voters, NOW, etc.)	1	81.6
Cultural groups		33.9
Garden clubs		8.9
Girl or Boy Scouts		12.3
Labor Unions		1.7
Neighborhood clubs or community centers		10.4
Parent-teacher associations	5	32.2
Political clubs or organizations		13.2
Social clubs		21.0
Sororities		16.7
Other (Specify) e.g., golf, tennis, photo & book clubs, visiting shut-ins		23.1

In summary of the volunteer and community activities option in the lives of the respondents, the typical AAUW member:

- Spends more time in volunteer and community activities than the average American woman, especially if she is over 35 years of age.
- Participates mostly in civic or social action groups; church connected groups; business or professional groups; charity groups; and cultural groups. The first two types of groups are the most important to her.

Her gratification in these affiliations comes from the people she meets there and the help she feels she's giving individuals of the community.

In many cases her community and volunteer work has led to decision-

TABLE XIII

Aspects of AAUW's Program of Most Interest to Members

Aspect	Percent Choosing Aspect
Areas of Interest (Cultural Interests, Education, International Relations, The Community)	65.1
AAUW Educational Foundation	
1) Fellowships	5.9
2) Research & projects	1.5
Higher education (working with nearby colleges and advancing education of women)	4.0
Legislation (federal or state)	4.8
Topics (biennial study/action issues)	10.0
Other (Specify.) e.g., book groups, social contacts	3.1

making positions in organizations, more in-depth participation, going back to school, or paid employment.

Further opinions relating to women's options in society were tapped in a question about the women's liberation movement and its effect on women in general. A 1975 Louis Harris poll shows that a 59 percent majority favors "most of the efforts to strengthen and change women's status in society today."[23]

Table XIV presents AAUW respondents' opinions on three items relating to women's liberation.

The majority of respondents believes the movement has had effect and has pointed the way to changing some inequities. Over three fourths of the respondents, however, did think that the movement has made otners confused about their roles in society. This does not necessarily mean a negative response, but a recognition of the confusion.

The final question in the survey dealt with the extent to which a woman is satisfied with her life in general and the options she has taken. Table XV presents data on the responses.

As can be seen from Table XV in the employment, family and homemaking, and education areas, expectations were exceeded or met for a majority of respondents. In all five areas, there were a number of

[23] *Women Today*, Vol. V, No. 12, June 9, 1975, p. 72.

TABLE XIV

Women's Liberation Movement

	Percent			
	Agree Strongly	Agree	Disagree	Disagree Strongly
It has had no effect on the majority of women.	3.4	21.2	43.9	12.3
It has helped many women, but made others confused about their roles in society.	14.1	63.9	7.2	0.4
It has pointed the way to changing some inequities in society which should help all women.	37.5	50.5	2.8	0.4
Other opinion (Specify)	5.1	3.0	0.1	0.2

TABLE XV

Whether an individual is satisfied with her life or not often depends on the extent to which her earlier expectations have been realized by her present role.

	Expects. exceeded	Expects. met	Mixed etc.	Expects. unrealized	Can't tell
Employment	21.5	36.0	24.9	7.7	1.9
Family & Homemaking	20.5	34.1	28.9	7.8	1.8
Volunteer and community activities	12.8	31.6	36.9	5.9	5.8
Leisure time activities	10.9	32.8	36.6	11.1	2.3
Education	18.4	45.4	20.7	6.5	1.7

respondents who stated that their feelings were that some expectations were met or exceeded but that some were unrealized. Very few respondents reported that their expectations were unrealized.

6 Summary and Conclusions

This study was designed to show the life styles of a contemporary group of women college and university graduates. Specifically, survey questions dealt with their behaviors in and attitudes toward employment and careers; leisure time activities; marriage, parenthood, and homemaking; and volunteer and community activities. A six page questionnaire was answered by 2,758 members of the American Association of University Women (AAUW). This was an 80 percent response rate of those queried.

Characteristics of the Survey Group

In summary of the survey group as a whole, we see a group of women mostly with baccalaureate degrees, but with more master's and doctoral degrees than the general U.S. women college graduate population; predominantly married with fewer divorced women than the general U.S. population; with few children, following national trends; over a majority of whom are employed, mostly full-time. They spend a great deal of time in homemaking even when employed; some time in pursuing education and doing volunteer work, and still participate in leisure time activities from a few hours weekly to 20 hours weekly.

The World of Work

The typical AAUW respondent: was employed full-time but still spent a great deal of time in homemaking and some time in pursuing education, doing volunteer work, and engaging in leisure time activities.

She is likely to be a school teacher or in an occupation which utilizes her education achievements in contrast to many women nationally.

Her salary is commensurate with this occupational category, being between $7,500 and $20,000. This salary is toward the higher side of this category if she is over 35 years of age.

Her work history has been continuous and she says she works because it gives her the satisfaction of using her talents or skills or the work is enjoyable or stimulating. This contrasts with the average American working woman who statistics show works out of economic necessity.

If the respondent is under 50 years of age, she feels that there is no kind of work that women should not do. If she is over 50 years of age, she thinks women shouldn't do heavy or disreputable work, work with bad working conditions, or work which takes jobs away from men. Unless she's a younger respondent, 21-35 years of age, she feels women with children should work only out of absolute necessity. Yet, she feels it is ultimately a matter for each individual to decide for herself.

Leisure Time

Eighty percent of the respondents spent up to 20 hours per week in leisure time activities. The activities listed most in the order of being reported by the highest number of respondents, were: (1) reading; (2) participating in church or community activities; (3) participating in cultural or creative activities such as art, music, or crafts; (4) attending cultural or creative activities as a viewer; (5) gardening; and (6) watching television. These choices and their order of receiving the most responses were similar for all age groups, with the additions of "being a participant in sports" for the women under 50 years of age and "travel" for the women over 50 years of age.

Marriage, Parenthood, and Homemaking

The typical AAUW respondent is satisfied with marriage and finds her gratifications in the personal relations in her homemaking or in being able to be her own boss and do things on her own.

She is not at all gratified by the repetition of the daily activities although she puts in many hours each week on these, often without help, even if she is single.

She values highly the companionship she has with her husband and plays a big part in making household decisions, but she does not feel as free as her husband to make independent decisions about whether or not she should seek employment.

Volunteer and Community Activities

The typical AAUW respondent spends more time in volunteer and

community activities than the average American woman, especially if she is over 35 years of age.

She participates mostly in civic or social action groups; church connected groups; business or professional groups; charity groups; and cultural groups. She lists the first two types of groups as the most important to her.

Her gratification in these affiliations comes from the people she meets there and the help she feels she's giving individuals of the community.

In many cases her community and volunteer work have led to decision-making positions in organizations, more in-depth participation, going back to school, or paid employment.

The title of this survey uses the word "options." It could be argued that, despite the changing laws and attitudes mentioned earlier in this report, women in the U.S. today, even college graduates, do not really have "options," in the sense of full choice of what they do. The literature is full of evidence of sex-stereotyping in text books, mass media and counseling at all levels; as well as discrimination in the entry into certain jobs and in salaries and promotion. Also, day care is lacking for the woman with children. Certainly these factors conditioned and limited the options of our university graduate respondents. Yet, affluence and democracy surely have made available more and better choices for women. The International Women's Year Conference in Mexico City in June, 1975, showed how far advanced Western women are in their choices compared to the 70 percent of all women who live in underdeveloped countries with their handicaps of illiteracy and lack of voting or property rights.

This study dealt with options in the broad sense of decisions made in several major areas of living: being single, married, remarried, or divorced; having children and how many; working at all, how much, and at what; volunteering time and for what; and pursuing further education. The summaries presented above show that, despite the limitations on women's choices which affected the survey respondents as they were confronted with options and even now as the laws and attitudes are changing, these university graduates have made choices which have led to many achievements and satisfactions. The data on employment showed that these women are employed in jobs utilizing their education, more often than U.S. women in general; the respondents work because they are using their talents or for enjoyment, rather than economic necessity; they are overwhelmingly satisfied with their family life; a majority are pursuing further education; they still find time to try to better society in their volunteer work; and most telling of all, they rate the options they have taken as meeting or exceeding their expectations.

If the women's movement, as any social movement, has as its aim to change society, or in the words of the AAUW's *Call-to-Action for Women*,

"to achieve opportunities for women in education, economic, social and public life, so that all women have the freedom to determine and achieve their own fulfillment," many of the women in this survey have been afforded the opportunities and have utilized them. But these AAUW members are only a small proportion of educated women, an even smaller proportion of American women, and an infinitesimal part of the women of the world. This study shows that women can achieve and enjoy gratification and satisfaction; if this can be accomplished for some, why not for all women? That is what the AAUW's *Call-to-Action for Women* and the best of the women's movement is all about.

Appendix A

AAUW 1973
"Call to Action for Women"

The program objectives of the "Call to Action for Women" read as follows:

To plan and act thus:

(1) To ratify the Equal Rights Amendment and to lobby for appropriate implementation through legislation at the local, state and Federal level.

(2) To influence all institutions of higher education to adopt policies guaranteeing equality of opportunity in admissions, curriculum, financial aid, employment and promotion.

(3) To encourage and support women to seek public office by election or appointment.

(4) To place women on governing boards, boards of directors, and commissions of colleges and universities, business corporations, and government.

(5) To change educational methods and materials to eliminate sex role stereotyping.

(6) To portray women fairly in communications media.

(7) To facilitate societal attitudinal changes which encourage women to develop their full potential.

Appendix B is an enclosure inside back cover.

Bibliography

The following is a list of selected publications which would help the reader to learn more about the issues discussed in this monograph.

The World of Work

Daniels, Arlene Kaplan, ed. "Women and Work," a special issue of *Social Problems*, April, 1975.

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Leisure Time, Volunteer, and Community Activities

Carter, Mae, ed. *The Role of Women in Politics*, Newark, Delaware: University of Delaware, Division of Continuing Education, 1974.

Chafe, William H. *The American Woman: Her Changing Social, Economic and Political Roles, 1920–1970*. New York: Oxford University Press, 1972.

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Loeser, Herta. *Women, Work and Volunteering*. Boston: Beacon Press, 1974.

Smith, Constance, and Anne Freedman. *Voluntary Associations*. Cambridge, Mass.: Harvard University Press, 1972.

Volunteerism, What It's All About, NOW, date unknown, 5 South Wabash, Suite 1615, Chicago, Ill. 60603.

Marriage, Parenthood, and Homemaking

Bernard, Jessie. *The Future of Marriage*. New York: World Publishing Co., 1972.

Bernard, Jessie. *The Future of Motherhood*. New York: World Publishing Co., 1974.

Lopata, Helen. *Occupation: Housewife*. New York: Oxford University Press, 1971.

Lopata, Helen. *Widowhood in an American City*. Cambridge, Mass.: Schenkman Publishing Co., 1973.

Roby, Pamela. *Child Care: Who Cares?* New York: Basic Books, 1973.

American Women in International Women's Year, a study commissioned by the United States Commission for International Women's Year, reports on the statistics they gathered about women and measures the quality of their lives. The study is based on interviews conducted in August and September 1975 with a stratified probability sample of 1,522 adult women in the United States. For more information, write: D/IWY Room 1004, Dept. of State, Washington, D.C. 20520.

Appendix B
Questionnaire

Dear AAUW Member,

For the first time AAUW has provided grant money for the Association to study its own members and the choices they have made in their own lives. You are one of two percent of our members who are being sampled. Your answers will help to plan AAUW program materials and will be part of a national publication on life styles of contemporary educated women.

As you know surveys like this are very expensive. We are counting on you to return your answers quickly (preferably, in a week) in the envelope provided. Thank you for your participation in the first project of this type.

Sincerely yours,

Faith M. Willis

Faith M. Willis, Ph.D.
Topic Chairman
"Woman: Searching for Self"
Project Director

Alice L. Beeman

Alice L. Beeman
General Director, AAUW

DISREGARD QUESTION NUMBERS AT THE FAR LEFT. THEY ARE FOR COMPUTER USE.

1. What is your highest degree? (Check one.)
   (1)___doctorate or other professional degree
   (2)___master's degree
   (3)___baccalaureate
   (4)___other (Specify.)_____

2. What is your present marital status? (Check one.)
   (1)___single (never married)
   (2)___married (once only)
   (3)___remarried
   (4)___widowed
   (5)___divorced
   (6)___separated

3. If you have had children, how many? (Include deceased children.)____

4. In which of the following age groups are you? (Check one.)
   (1)___21-35
   (2)___36-50
   (3)___51-65
   (4)___over 65

Thinking back to last week, or an average week, in which of the following activities did you participate and how much time did you devote to each? (Check as many as apply.)

5. ___Homemaking (housekeeping, carpooling, grocery shopping, running errands, seeing to repairs, etc.)
   (1) under 10 hours weekly___
   (2) 10-20 hours weekly ___
   (3) over 20 hours weekly ___

6. ___Employment (salaried employment, free lance work, consulting, etc.)
   (1) under 10 hours weekly___
   (2) 10-20 hours weekly ___
   (3) over 20 hours weekly ___

7. ___Volunteer and community work (AAUW, church work, non-paid political work, being a member of a Board of Directors of a community organization, etc.)
   (1) under 10 hours weekly___
   (2) 10-20 hours weekly ___
   (3) over 20 hours weekly ___

8. ___Education (courses with or without degree objective, including study time; self-enrichment courses, etc.)
   (1) under 10 hours weekly___
   (2) 10-20 hours weekly ___
   (3) over 20 hours weekly ___

9. ___Leisure time activities (outdoor recreation, indoor recreation, time for yourself, etc.)
   (1) under 10 hours weekly___
   (2) 10-20 hours weekly ___
   (3) over 20 hours weekly ___

10. ___Other (Specify.)_____
   (1) under 10 hours weekly___
   (2) 10-20 hours weekly ___
   (3) over 20 hours weekly ___

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11. Are you employed? (Check one.)
(1) ___ Yes
(2) ___ No
(3) ___ No, but am looking for a job

12. If yes was checked above, are you employed full- or part-time? (Check one.)
(1) ___ Full-time
(2) ___ Part-time

13, 14. If employment was checked above, what is your specific job? _____

15. If you are now working full-time, what is your yearly salary? (Check one.)
(1) ___ Less than $2500
(2) ___ $2501 - $7500
(3) ___ $7501 - $12,500
(4) ___ $12,501 - $20,000
(5) ___ $20,001 - $35,000
(6) ___ Over $35,000

16. If you are not now employed, do you contemplate being employed in the future? (Check one.)
(1) ___ Yes
(2) ___ No
(3) ___ Don't know

17. If you have been employed, or are now employed, which of the following would describe your employment history? (Check one.)
(1) ___ Continuous (You never quit work once you began, except for very short periods, but never longer than one year.)
(2) ___ Broken (You were out of the labor force for at least one year.)
(3) ___ Terminated (You left the labor force for good.)

18. If you have been employed, or are now employed, what do you consider to be the most gratifying aspect of your work? (Check the main one.)
(1) ___ Self-realization or satisfaction (e.g., your talents or skills are used or your needs fulfilled)
(2) ___ Personal relationships (e.g., you meet and interact with interesting people)
(3) ___ Nature of the employment itself (e.g., the actual duties and activities are enjoyable or stimulating)
(4) ___ Social service and significance (e.g., you are doing something to help an individual or community)
(5) ___ Conditions of the employment (e.g., you are your own boss, have your own hours or earn your own money)

19. What do you consider to be the least gratifying aspect of your work? (Check the main one.)
(1) ___ Lack of self-realization or satisfaction (e.g., your talents or skills are not used or your needs not fulfilled)
(2) ___ Lack of personal relationships (e.g., you do not meet and interact with interesting people)
(3) ___ Nature of the employment itself (e.g., the actual duties and activities are not enjoyable or stimulating)
(4) ___ Lack of social service and significance (e.g., you are not doing something to help an individual or community)
(5) ___ Conditions of the employment (e.g., you are not your own boss, you don't have your own hours, or the pay isn't adequate)

20. Are there kinds of employment you feel women should not have?
(1) ___ No, there are no kinds of employment I feel women should not have.
(2) ___ Yes, there are kinds of employment I feel women should not have. They are the following: (Check all which apply.)

2 27. (1) ___ Factory jobs
(2) ___ Truck driving or driving or lifting heavy equipment
(3) ___ Professional or administrative jobs
(4) ___ Work not thought to be respectable
(5) ___ Work taking jobs from men
(6) ___ Work with bad working conditions
(7) ___ Other (Specify.) _____

There is considerable controversy about whether married women with children should work. What is your opinion on these matters with respect to women in general? (Write the number of the answer at the left which best fits your opinion in the blank beside each of the following items.)

28-31. (1)Agree Strongly
(2)Agree
(3)Disagree
(4)Disagree Strongly

___It is a matter for each individual to decide what is most comfortable for her.
___Mothers with children living at home should limit work unless it is absolutely necessary to work.
___Mothers with young children should limit work unless it is absolutely necessary to work.
___Other (Specify.)_____

LEISURE TIME ACTIVITIES

32-37. What do you do in your leisure time? (Check the three activities you do most often in your leisure time.)

(1)___Actually do cultural or creative activities such as art, music, crafts
(2)___Actually participate in sports
(3)___Attend cultural or creative activities as a viewer
(4)___Attend sporting events as a viewer
(5)___Gardening
(6)___Look for antiques
(7)___Participate in church or community activities
(8)___Read
(9)___Relax, but do nothing special
(10)___Sew
(11)___Shop
(12)___Social activities including card playing, attending parties with or without spouse
(13)___Travel
(14)___Visit relatives
(15)___Walk
(16)___Watch television
(17)___Other (Specify.)_____

38. What do you consider to be the most gratifying aspect of your leisure time activities? (Check the main one.)

(1)___Self-realization or satisfaction (e.g., your talents or skills are used or your needs for relaxation fulfilled)

(2)___Personal relationships (e.g., you meet and interact with interesting or friendly people)

(3)___Nature of the activity itself (e.g., the activities are enjoyable or stimulating)

(4)___Social service and significance (e.g., you are doing something to help an individual or community)

(5)___Conditions of the activity (e.g., you are your own boss or have your own hours)

39. What do you consider to be the least gratifying aspect of your leisure time activities? (Check the main one.)

(1)___Lack of self-realization or satisfaction (e.g., your talents or skills are not used)

(2)___Lack of personal relationships (e.g., you do not meet and interact with interesting people)

(3)___Nature of the activity itself (e.g., the activities are not enjoyable or stimulating)

(4)___Lack of social service and significance (e.g., you are not doing something to help an individual or community)

(5)___Conditions of the activity (e.g., the activities take too much time or cost too much)

40. If you have been, or are now engaged in homemaking, what do you consider to be its most gratifying aspect? (Check the main one.)
(1)___Self-realization or satisfaction (e.g., your talents or skills are used or your creative needs fulfilled)
(2)___Personal relationships (e.g., you receive emotional gratification, fulfillment, or companionship from family members)
(3)___Nature of homemaking itself (e.g., the actual duties and activities are enjoyable or stimulating)
(4)___Social service and significance (e.g., you are doing something to help family members)
(5)___Conditions of homemaking (e.g., you are your own boss or have your own hours)

41. What do you consider to be the least gratifying aspect of homemaking? (Check the main one.)
(1)___Lack of self-realization or satisfaction (e.g., your talents or skills are not used or your needs are not fulfilled)
(2)___Lack of personal relationships (e.g., you do not receive enough emotional gratification, fulfillment, or companionship from family)
(3)___Nature of homemaking itself (e.g., the actual duties and activities are not enjoyable or stimulating or are too repetitive)
(4)___Lack of social service and significance (e.g., you are not doing something to help an individual)
(5)___Conditions of homemaking (e.g., you are not your own boss or do not have your own hours or do not get paid for your work)

IF YOU ARE NOT PRESENTLY LIVING WITH A HUSBAND, PLEASE SKIP QUESTIONS 42 to 59.

42-47. How do you and your husband divide up some of the family jobs? (Write the number of the answer at the left which best fits your family life in the blank beside each of the following items.)

(1) Husband always
(2) Husband more
(3) Exactly the same
(4) Wife more
(5) Wife always

___Who does the grocery shopping?
___Who gets your husband's breakfast on work days?
___Who does the evening dishes?
___Who straightens up the living room when company is coming?
___Who repairs things around the house?
___Who keeps track of the money and bills?

48-53. Who usually makes the final decision about the following items? (Write the number of the answer at the left which best fits your family life in the blank beside each of the following items.)

(1) Husband always
(2) Husband more
(3) Exactly the same
(4) Wife more
(5) Wife always

___What car to get?
___Whether or not to buy some life insurance?
___What house or apartment to take?
___What job your husband should take?
___Whether or not you should go to work or quit work?
___How much money your family can afford to spend per week on food?

54-57. How do you feel about each of the following? (Write the number of the answer at the left which best fits your feelings in the blank beside each of the following items.)

(1) Pretty disappointed--I'm really missing out on that.
(2) It would be nice to have more.
(3) It's all right, I guess--I can't complain.
(4) Quite satisfied--I'm lucky it's the way it is.
(5) Enthusiastic--it couldn't be better.

___Your standard of living--the kind of clothes, house, etc?
___The understanding you get of your feelings and problems?
___The love and affection you receive?
___The companionship in doing things with your husband?

58. Which of these five things would you say is the most valuable part of marriage? (Check the main one.)
(1)___The chance to have children.
(2)___The standard of living--the kind of house, clothes, etc.
(3)___The husband's understanding of the wife's feelings and problems.
(4)___The husband's expression of love and affection for the wife.
(5)___Companionship in doing things together with the husband.
(6)___Other (Specify.)_____

59. As things are now, what do you think is the ideal number of children for a young couple to have if their standard of living is about like yours?_____

VOLUNTEER AND COMMUNITY ACTIVITIES

1-17. What is your participation in volunteer and community activities? By these are meant voluntary, unpaid efforts to help others whether by giving direct helping services to people or by more indirectly helping them by working to improve society. (Check all those in which you participate.)

(1) ___ Auxiliaries
(2) ___ Business or professional groups
(3) ___ Card clubs or groups
(4) ___ Charity work or volunteer work with a community agency (Humane Society, Cancer Society, etc.)
(5) ___ Church connected groups
(6) ___ Civic or social action groups (AAUW, League of Women Voters, NOW, etc.)
(7) ___ Cultural groups
(8) ___ Garden clubs
(9) ___ Girl or Boy Scouts
(10) ___ Labor Unions
(11) ___ Neighborhood clubs or community centers
(12) ___ Parent-teacher associations
(13) ___ Political clubs or organizations
(14) ___ Social clubs
(15) ___ Sororities
(16) ___ Other (Specify) _____
(17) ___ Other (Specify) _____

Considering all of the above activities, which two are most important to you? (Write the number 1-17 above of these two in the blanks below.)

18,19. ___ Most important to you.
20,21. ___ Next in importance to you.

22. What do you consider to be the most gratifying aspect of the activity you selected as most important to you? (Check the main one.)

(1) ___ Self-realization or satisfaction (e.g., your talents or skills are used or your needs are fulfilled)
(2) ___ Personal relationships (e.g., you meet and interact with interesting or friendly people)
(3) ___ Nature of the activity itself (e.g., the activities are enjoyable or stimulating)
(4) ___ Social service and significance (e.g., you are doing something to help an individual or community)
(5) ___ Conditions of the activity (e.g., you are your own boss or have your own hours)

23. What do you consider to be the most gratifying aspect of the activity you selected as next in importance to you? (Check the main one.)

(1) ___ Self-realization or satisfaction (e.g., your talents or skills are used or your needs are fulfilled)
(2) ___ Personal relationships (e.g., you meet and interact with interesting or friendly people)
(3) ___ Nature of the activity itself (e.g., the activities are enjoyable or stimulating)
(4) ___ Social service and significance (e.g., you are doing something to help an individual or community)
(5) ___ Conditions of the activity (e.g., you are your own boss or have your own hours)

24. Considering all of your volunteer and community activities, what do you consider to be their least gratifying aspect? (Check the main one.)

(1) ___ Lack of self-realization or satisfaction (e.g., your talents or skills are not used or your needs are not fulfilled)
(2) ___ Lack of personal relationships (e.g., you do not meet and interact with interesting or friendly people)
(3) ___ Nature of the activity itself (e.g., the activities are not enjoyable or stimulating)
(4) ___ Lack of social service and significance (e.g., it is difficult to see if you are doing something to help an individual or community)
(5) ___ Conditions of the activity (e.g., meetings too long, repetitious, or inconvenient)

25. Considering all of your volunteer and community activities, do you have the opportunity to participate in the decision-making and goal-setting of the organization(s)?
(1)___No
(2)___Yes

26-28. If yes, in what ways? (Check all that apply.)
(1)___Officer or board member
(2)___Committee member
(3)___Other (Specify.)_____

29-34. Considering all of your volunteer and community activities, have they led to any of the following? (Check all that apply.)
(1)___Paid employment
(2)___Political office (appointed or elected)
(3)___Board of director position in an organization
(4)___Going back to school to further your education
(5)___More meaningful and in-depth volunteer and community activities
(6)___Other (Specify.)_____

35. Which one aspect of AAUW's programs is of most interest to you personally? (Check the main one.)
(1)___Continuing interests (cultural interests, education, international relations, the community)
(2)___Fellowships
(3)___Higher education (working with nearby colleges and advancing education for women)
(4)___Legislation (federal or division)
(5)___Research and projects
(6)___Topics (biennial study/action issues)
(7)___Other (Specify.)_____

36-39. There is considerable controversy about the value of the women's liberation movement. What is your opinion of it for women in general? (Write the number of the answer at the left which best fits your opinion in the blank beside each of the following items.)
(1) Agree Strongly
(2) Agree
(3) Disagree
(4) Disagree Strongly

___it has had no effect on the majority of women.
___it has helped many women, but made others confused about their roles in society.
___it has pointed the way to changing some inequities in society which should help all women.
___Other opinion (Specify.)_____

40-44. Whether an individual is satisfied with her life or not often depends on the extent to which her earlier expectations have been met. Please compare in general your earlier expectations with your present roles. (Write the number of the answer at the left which you think describes each of the following areas of your life.)
(1) Expectations exceeded
(2) Expectations met
(3) Mixed: some expectations met or exceeded; some unrealized
(4) Expectations unrealized
(5) Can't tell

___Employment
___Family and homemaking
___Volunteer and community activities
___Leisure time activities
___Education

Thank you very much for your participation. Please return this questionnaire immediately in the stamped envelope provided with this questionnaire.